



Equality Information Objectives

2018



Introduction

EQUALITY & DIVERSITY POLICY

Equality Statement

- 1.1 Peterborough City Council is strongly committed to the elimination of discrimination and the integration of equality in employment, service commissioning, service provision and service delivery practices.

Aims

In Peterborough, our unique position as:

- a major employer
- the largest provider of services
- a community leader

provides the impetus for our commitment to the integration of equality. Therefore, the Council is well positioned to influence other partners to ensure that our goal of maximising the potential of all citizens of Peterborough is achieved.

Our Equalities Policy is based on the principle that no one is discriminated against on the basis of race, religion, culture, ethnic origin, nationality, age, gender, sexual orientation, disability or marital status.

We acknowledge that potentially everyone in society can be discriminated against, and recognise that some groups are more likely than others to be discriminated against.

The Council will take all steps necessary to ensure the elimination of discrimination and the promotion of equality in line with its responsibilities under the Race Relations (Amendment) Act 2000.

We recognise that there are people in Peterborough who are socially and economically disadvantaged. The Council's Social Inclusion Strategy aims to tackle poverty and deprivation and contribute to our community priority of achieving Prosperity and Equality.

Policy

1.2 Policy Statement

Peterborough City Council's Equalities Policy recognises that whilst disadvantage and discrimination do exist, the Council can use its unique position to utilise the talents of our diverse society and promote equality, in accordance with our vision for Peterborough City Council.



The aim of the Equalities Policy is to integrate equality principles and practices into policy development and implementation so that the City Council can:

- ensure that all individuals are treated equally with regard to their specific needs
- work towards the elimination of discrimination and all forms of harassment
- be a role model and influence others through good practice in employment, service commissioning, service provision and service delivery

To achieve the aim of the policy, the Council will implement its statutory obligations under relevant legislation, specifically the:

- Equal Pay Act 1970
- Rehabilitation of Offenders Act 1974
- Sex Discrimination Act 1975
- Race Relations Act 1976
- Disability Discrimination Act 1995
- Human Rights Act 1998
- Race Relations (Amendment) Act 2000

and any associated Codes of Practice.

1. Peterborough City Council's Equalities Policy (Cont. /d)

1.2 Policy Statement (Cont. /d)

In addition, the Stephen Lawrence Inquiry Report outlines a range of recommendations for local authorities covering Corporate Issues, Employment, Service Provision, Regeneration and Community Development and Community Safety. This policy and the Stephen Lawrence Inquiry recommendations will be implemented through the objectives outlined in the Mainstreaming Equality Action Plan.

The Council is committed to developing, implementing and reviewing its policy in consultation with Councillors, employees, external partners, trade unions, representatives of disadvantaged groups and community organisations.

Five core values provide a framework within which all Members, employees, managers and trade unions can work to achieve the aims of the policy. They are:

Equality	<i>Recognising that everyone is of equal value and should be respected according to their individual needs and abilities.</i>
Equity	Being fair, reasonable and just in all the Council's activities.
Empowerment	<i>Encouraging people to take on responsibility so that they can</i>



influence and participate in decision making processes.

Accessibility	Providing equal access for all in employment, service commissioning, service provision and service delivery.
Quality	Achieving the highest standards in service commissioning, service provision and delivery.

1.3 Mainstreaming Equality

The Council's approach is to integrate equality principles into mainstream service provision, Council policies and practices. The Mainstreaming Equality Action Plan has established a framework with clearly defined objectives to meet the aims of this policy.

A Mainstreaming Equality Steering Group has been established to co-ordinate this work and has representation from all departments. Steering Group members will act as departmental equality lead officers to integrate equalities in their department and will be advised by the Corporate Equalities Officer.

This approach is essential for the mainstreaming of equalities to become a realisable and sustainable objective.

1.4 How will we get there?

The following are some of the core components of successfully implementing the Council's Equalities Policy:

Policy Development and Implementation

All Council policies will integrate equality considerations into policy development and implementation processes.

1. Peterborough City Council's Equalities Policy (Cont. /d)

1.4 How will we get there? (Cont. /d)

Consultation

The Council is strongly committed to public consultation with Peterborough's diverse population. Consultation with disadvantaged groups will be through a number of methods, for example, the Community Panel, Equalities Forums and direct user consultation.

Communication

The Council will ensure that its information is accessible and relevant to all sections of the community. The Council will develop a Corporate Standard on accessible information which will provide guidance to officers on using other languages and relevant media including Braille, Large Print and pictures.

Community Regeneration



The Council will encourage empowerment and self-help within all communities. Support and help will be provided through community regeneration teams, who work in partnership to assist communities experiencing disadvantage and discrimination. Community development work is focused on developing skills and knowledge by valuing the diversity that exists within communities.

Best Value

Prosperity and Equality is one of six community priorities in the Council's Best Value Performance Plan and four Best Value Performance Indicators relate specifically to equalities. Providing Best Value to all groups is a central theme of Best Value which is evaluated through Service Review processes.

Training

The Council provides appropriate equalities training for employees to ensure that they are able to provide an effective service to all of the Council's customers.

All new employees will attend a corporate Induction course, where they will receive an introduction to the Council's Equalities Policy and issues.

Contracts

The Council will assess applications for contracts and monitor contracts. All services provided through contracts will be monitored in accordance with the Council's obligations under the Race Relations (Amendment) Act 2000.

Voluntary Bodies

The Council will expect that all voluntary organisations applying for financial aid and assistance from the authority will demonstrate that they meet the Council's commitment to equality and statutory obligations under the Race Relations (Amendment) Act 2000. All partnership arrangements will need to place equality at the forefront.

Trades Unions

The Council recognises the role and contribution made by trades unions in developing and implementing the Council's commitment to integrating equality in employment, service commissioning, service provision and service delivery.

1. Peterborough City Council's Equalities Policy (Cont. /d)

1.4 How will we get there? (Cont. /d)

Employment Practices

The Council is committed to equal access to employment and recognises that some employment practices may discriminate against specific groups. As a major employer, the City Council is committed to eliminating discrimination in its policies and procedures.

To achieve this, the Council will:

- ensure that recruitment and selection procedures are fair



- monitor recruitment and selection and the composition of the Council's workforce
- ensure that workplace practices are free from discrimination

In establishing the City Council's commitment to equality in employment, it has developed and adopted supportive policies on flexible working and job share. Ongoing consultation with trade unions will continue to improve the opportunities and facilities in employment matters.

The Council's Equalities Policy and Best Value Performance Plan will be supported by planned and consistent monitoring and evaluation, through reports to Members and Directors' Group on the following monitoring information:

- recruitment and selection
- workforce composition

Service Provision

The City Council is committed to delivering good quality, value for money services that meet the needs of all its residents. All services will aim to involve the community as a whole and, in particular, "hard to reach groups", in planning, monitoring and reviewing services to ensure that they meet real need. The Council will use regular public surveys and a range of other performance indicators to ensure that the needs of its communities are being served. Survey and performance indicator results will be reported to Members and Directors' Group.

Policy Review

The Council will regularly monitor, evaluate and review employment and service delivery policy, procedures and practices and update and modify them as necessary.

Code of Practice: Creating a working environment

It is the responsibility of the Council through Councillors, employees and others acting on its behalf to work towards the implementation of this policy.

It is the responsibility of every employee, irrespective of their position in the organisation, to ensure that this policy is applied in practice, both in employment and in commissioning, providing and delivering services to the public.

The Council is committed to the elimination of negative images and language in all its communications.

An additional responsibility falls on managers who have specific recruitment and personnel management responsibilities to ensure that their behaviour does not contravene this policy or the provisions of the Harassment and Bullying at Work Policy and Procedure.

1. Peterborough City Council's Equalities Policy (Cont. /d)

Appendix 1: Summary of equalities legislation



The Equal Pay Act 1970

The Equal Pay Act 1970 makes it unlawful for any individual to be treated less favourably than a person of the opposite sex who works for the same employer. This is in relation to pay and other terms and conditions of employment, where they are employed in work that has been rated as equivalent under a job evaluation scheme or on work which is of equal value.

The Rehabilitation of Offenders Act 1974

The Rehabilitation of Offenders Act 1974 exists to protect people from discrimination due to past convictions. A person convicted of a criminal offence can become rehabilitated after a defined period of time following conviction, through a conviction becoming 'spent', which allows the person to be treated for most purposes as if the conviction never occurred.

Convictions involving custodial sentences of over 30 months cannot become spent. For some professions and areas of employment the law requires disclosure of all convictions including those deemed to be spent.

The Sex Discrimination Act 1975

The Sex Discrimination Act makes it unlawful to discriminate directly or indirectly, on the grounds of sex or marital status against women, men or married persons; in employment, training and related matters, education, provision of goods, facilities and services, and in the disposal and management of premises.

The Race Relations Act 1976

The Race Relations Act 1976 makes it unlawful to discriminate directly or indirectly on the grounds of colour, nationality (including citizenship), ethnic origin or national origin. The Act makes racial discrimination unlawful in employment, training and related matters, education, provision of goods, facilities and services, and in the disposal and management of premises.

The Race Relations (Amendment) Act 2000

The Race Relations (Amendment) Act 2000 came into force in April 2001 strengthening and extending the scope of the 1976 Race Relations Act. This first major reform of the 1976 Act, which arose in part following the Stephen Lawrence Inquiry, has been targeted at the public sector and prohibits racial discrimination by public authorities in all their functions. It places a new, enforceable positive duty on public authorities to eliminate discrimination and to promote racial equality.

The Disability Discrimination Act 1995

The DDA introduced measures aimed at ending discrimination on the grounds of disability. The Act's provisions include employment, access to goods, services and facilities, and the buying and renting of land or property. The Act is being introduced on a staggered basis, with many of the Act's provisions now being brought into force. The next stage is in 2004 when service providers will have a statutory obligation to take reasonable steps to remove physical barriers or provide services by other appropriate means.

The Human Rights Act 1998



The Human Rights Act 1998 came into force on 2 October 2000 and is one of the most significant pieces of constitutional legislation enacted in the United Kingdom.

The Act allows people to claim their rights under the European Convention on Human Rights (ECHR), in UK courts and tribunals instead of going to the European Court in Strasbourg. The Act requires all public authorities in the UK to act compatibly with the Convention rights and has significant implications for many areas of local government activity.

Written by: Leadership Team

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Approved by:

Next review due by: